

# Confidential Group

## Benefits Summary

Contract Term: Members of this group are non-represented.

Updated: 05/10/2023



## Salary and Compensation

<b>General Wage Increases</b>	07/02/2022 4.0% 06/17/2023 4.0% 06/15/2024 4.0%
<b>Tuition Reimbursement</b>	\$1,200.00 max per fiscal year on approved classes.
<b>Cafeteria Plan Contribution</b>	Employees are eligible for an employer contribution of \$4,000 annually to offset pre-tax benefit premiums under the County's cafeteria plan, which includes health, dental, vision, and supplemental AD&D premiums (pretax). Default is cash (taxable).
<b>Confidential Pay</b>	Permanent employees in positions designed as Confidential, as defined by the Placer County Employer and Employee Relations Policy, shall receive a 3.5% additional pay.
<b>Assignment &amp; License/Certification Pays</b>	<ul style="list-style-type: none"><li>Bilingual pay – Additional 5%</li><li>CPA certificate – Additional 5%</li><li>Longevity Pay –Permanent employees hired prior to November 1, 2019</li><li>Night Shift Differential Pay – Additional 7.5%</li><li>Tahoe Branch Assignment Pay - \$1,000 per month</li></ul>

## Life Savings Planning

<b>CalPERS Retirement</b>	<b>Retirement Tier</b>	<b>Date of Hire</b>	<b>Formula</b>	<b>Total Employee Contribution</b>
<b>Miscellaneous</b>	Tier 1	Before 03/13/2011	2.5% @ 55	8.00%
	Tier 2	Classic hired on or after 3/13/2011	2.0% @ 55	7.00%
	Tier 3 – PEPPRA	PEPPRA hired on or after 1/1/2013	2.0% @ 62	7.00% 8.00% Effective 6/17/2023
<b>Pension Plan</b>	Placer County pension plans are administered by CalPERS. The tier an employee is placed in is dependent upon the hire date and CalPERS membership date. New hires will generally be placed as Tier 3 PEPPRA members. Pensionable compensation limits are set each calendar year by CalPERS. Please see <a href="http://www.calpers.ca.gov">www.calpers.ca.gov</a> for questions regarding compensation limits. For questions regarding employee and employer CalPERS pension contribution amounts, please contact the Human Resources Department.			
<b>Social Security</b>	6.2% contributed by both employer and employee.			
<b>Deferred Compensation and 401(k) Employer Match</b>	The County offers voluntary 401(k) and 457 deferred compensation programs. Employees can elect pre-tax and Roth after-tax contributions up to the IRS annual limit. For employees designated as Confidential, the County will match \$1 for every \$4 contributed up to a 401(k) annual maximum of \$750. Effective 12/17/2022, the match will increase to \$1 for every \$2 contributed up to a 401(k) annual maximum of \$1,500.			
<b>Retiree Medical – Employer Contribution</b>	Hired prior to 01/01/2005 with 5 years of PERS service credit employer pays 80% of the monthly premium. Hired after 01/01/2005, the employer contribution percentage is determined by <a href="#">Section 22893</a> , Health Vesting, and requires 10 years of CalPERS service, 5 of which must be with Placer.			

<b>Sick Leave Benefit at Retirement</b>	Employees designated as Confidential and retiring from County service and eligible to receive CalPERS Miscellaneous plan benefits at the time of retirement shall have the dollar value of the employee's sick leave balance placed in the retirement health savings plan trust. The value placed on the account is equal to the value of the employee's unused sick leave accrual at retirement. This account can be used for purposes of reimbursement of premiums and expenses incurred for health care expenditures as allowable under the IRS Code Section 213. The value of the sick leave accrual will be determined by the number of unused sick leave hours available paid at the employee's base hourly rate at the time of retirement, plus confidential pay and/or longevity pay if applicable.
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## Health and Insurance Plans

<b>Health Insurance</b>	Placer County provides benefit-eligible employees with health insurance coverage through the CalPERS Health Insurance Program. The <a href="#">offered plans and associated rates</a> include HMO and PPO plans for the employees and all eligible dependents. The County contributes 80% of the health premium.
<b>Dental and Vision Insurance</b>	The County provides employer-paid Dental and Vision insurance to benefit eligible employees. Employees are responsible for the premiums for any eligible enrolled dependents.
<b>Eligible Opt-Out of Health Coverage</b>	Benefit-eligible employees who possess other group health coverage for themselves, and all tax dependents, may be eligible to opt out of the County's offered health coverage. Qualifying employees shall receive \$140 cash in lieu of health coverage.
<b>Employee Assistance Program (EAP)</b>	The Employee Assistance Program (EAP) is a benefit provided and paid for by the County for benefit-eligible employees and members of their household.
<b>Life &amp; AD&amp;D Insurance</b>	County-paid \$50,000 life insurance and \$10,000 Accidental Death & Dismemberment policy is provided at no cost to the employee. Supplemental coverage is available for purchase for the employee and qualified dependents for both plans.
<b>Flexible Spending Accounts</b>	The County offers eligible employees the opportunity to elect pre-tax dollars for dependent care and/or qualifying out-of-pocket medical expenses. Employees must designate annually the voluntary pre-tax payroll contributions to their Dependent Care and/or Medical Flexible Spending Accounts (FSA).
<b>Medicare</b>	1.45% contributed by both employer and employee.

## Paid Time Off

	Hours of Service	Annual Hours Accrual	Hours Cap	Cash Out Program
<b>Vacation Leave</b>	0 to 4,160 hours	10 days	520 Hours	Employees may request once per calendar year to cash out up to 100% of their annual vacation accrual via an irrevocable election by December 31 <sup>st</sup> of the calendar year prior.
	4,161 to 8,320 hours	12 days		
	8,321 to 18,720 hours	15 days		
	18,721 to 39,520 hours	20 days		
	39,521 or more hours	25 days		
<b>Sick Leave</b>	12 paid days/year. Pro-rated for part-time employees.		No cap on accruals.	No cash out option
<b>Holidays</b>	The County has <a href="#">12 holidays</a> plus two additional floating holidays per year. Holidays are pro-rated for part-time employees. Employees hired after July 1 <sup>st</sup> will not receive the floating holidays until the following calendar year.			
<b>Bereavement Leave</b>	Five (5) days of time off for qualifying family members.			

The information contained in this document is a summary of benefits to regular employees. County contributions are prorated for employees who work less than full-time. For specific information refer to the MOU. The information contained herein does not constitute either an expressed or implied contract.